Alberta Economic Development

Facts on Alberta

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Policy and Economic Analysis

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FACTS ON ALBERTA

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Note: Every attempt was made to use the most verifiable, up-to-date facts. However, as new statistics become available over time, the specific information presented, while still representing a good overall picture, will become less accurate.

Alberta

POPULATION:	3.1 million (June, 2003)
AREA:	Over 661,000 km^2
MAJOR CITIES: (population)	***Edmonton metropolitan area*** – 967,166 (2002)
	Calgary metropolitan area – 993,182 (2002)
GROSS DOMESTIC PRODUCT:	$150.5 billion (2002, current dollars)
REAL ECONOMIC GROWTH:	Estimated at 1.7% for 2002 • 2001: 2.0% • 2000: 5.1% • 1999: 0.9% • 1998: 4.5%
ECONOMIC BASE:	***Traditional*** • Oil and Gas • Petro-Chemicals • Agricultural Services • Food and Beverage Processing • Tourism
	Emerging • Telecommunications/Wireless Equipment • Biotechnology • Software Development • Electronics & Microelectronics
PUBLIC AND PRIVATE INVESTMENT:	$40.8 billion (2002)
UNEMPLOYMENT RATE:	4.6% (2001) 5.3% (2002)
GOVERNMENT:	The Alberta Government's strategy combines natural advantages with a positive business climate that encourages investment and growth. This includes: • a low tax regime; • streamlined regulations; • a balanced provincial budget; and, • a modern infrastructure of transportation, utilities, education and health.

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Overview

Business Advantage

From a business perspective, Alberta has consistently ranked ahead of most other jurisdictions in both Canada and the United States. Overall, Alberta's open and positive business environment consists of:

- The lowest overall tax burden in Canada (i.e. low provincial personal, business and property taxes);
- Streamlined regulations to improve the competitiveness of Alberta companies;
- **No provincial sales tax** - the only province in Canada without one;
- Modern infrastructure for transportation, utilities, education, and health;
- A highly skilled and productive workforce;
- An abundance of natural resources.

As a result, over the past ten years Alberta has had the fastest growing economy in Canada averaging 4.0% growth.

Highlighting Alberta's success in the year 2002 is:

- $55.0 billion in international exports of goods and services;
- Manufacturing shipments of $41.0 billion;
- Approximately $78 billion in major capital projects that are planned, underway or recently completed as of July 2003;
- Creation of 41,700 new jobs in 2002.

www.albertafirst.com/

*Alberta's communities offer a diversity of resources and expertise to meet your business needs. To find out more, visit the **Alberta First.Com** website (www.albertafirst.com/).*

Lifestyle Advantage

Canada has consistently been rated by the United Nations as one of the top countries in which to live. Similarly, Alberta is known for its unique lifestyle and high standard of living. In particular, Alberta offers:

- Spectacular natural beauty and a clean environment;
- Hundreds of cultural festivals, sporting events, fairs and rodeos;
- Cultural and recreation facilities that include international calibre theatres, concert halls, and sporting venues;
- Major cities and national parks (Jasper, Banff & Waterton Lakes) that are recognized as international tourism destinations;
- Safe, modern cities and charming small towns and villages.

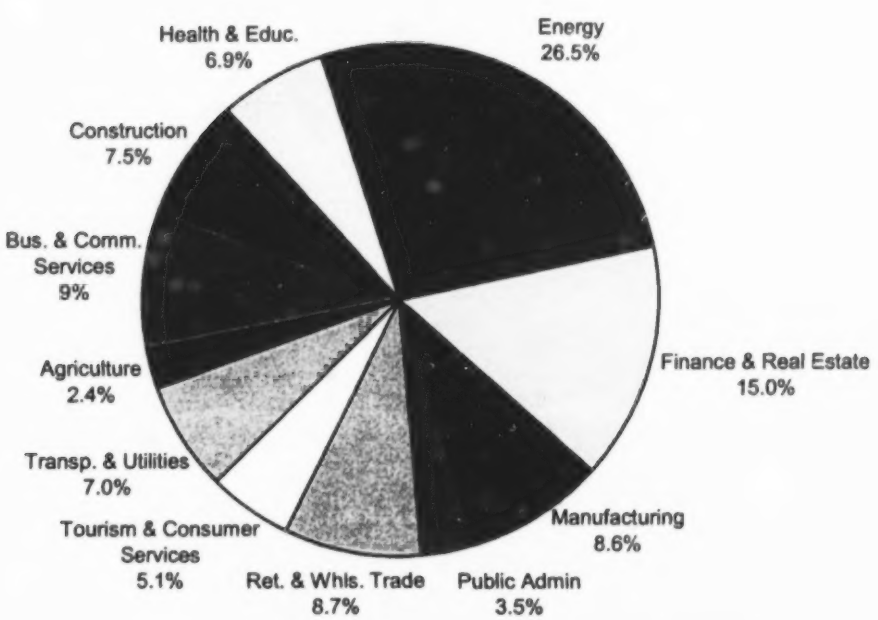
Province	Population 2002 ('000)	Unemployment Rate, 2002 (%)	GDP, 2002 ($ millions)	Real Economic Growth (at 1997 prices)			
				1992-2002	2002	2003 (f)	2004 (f)
British Columbia	4,141	8.5%	134,365	2.5%	1.8%	2.2%	2.8%
Alberta	3,114	5.3%	150,469	4.2%	1.7%	4.3%	4.7%
Saskatchewan	1,012	5.7%	34,526	2.4%	-1.4%	3.4%	4.6%
Manitoba	1,151	5.2%	36,527	2.4%	2.4%	2.4%	2.7%
Ontario	12,068	7.1%	470,567	3.9%	3.9%	2.6%	3.3%
Quebec	7,455	8.6%	242,914	3.1%	4.3%	2.5%	2.9%
New Brunswick	757	10.4%	20,888	2.5%	3.3%	3.2%	2.4%
Nova Scotia	945	9.7%	26,193	2.4%	3.3%	2.6%	2.3%
Prince Edward Island	140	12.1%	3,767	3.3%	5.6%	2.2%	2.3%
Newfoundland	532	16.9%	15,982	3.6%	13.4%	5.6%	0.5%
Canada	31,414	7.7%	1,142,123	3.3%	3.3%	2.8%	3.3%

Source: Statistics Canada; Conference Board of Canada, *Provincial Outlook Spring 2003*

Structure of the Alberta Economy

Percentage Distribution of GDP

Total GDP at Market Prices for 2001: $150.5 billion



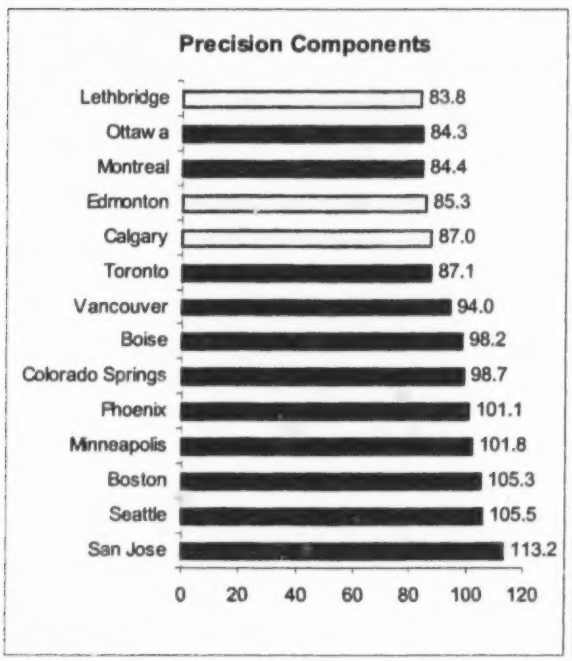
Source: Alberta Finance, 2002

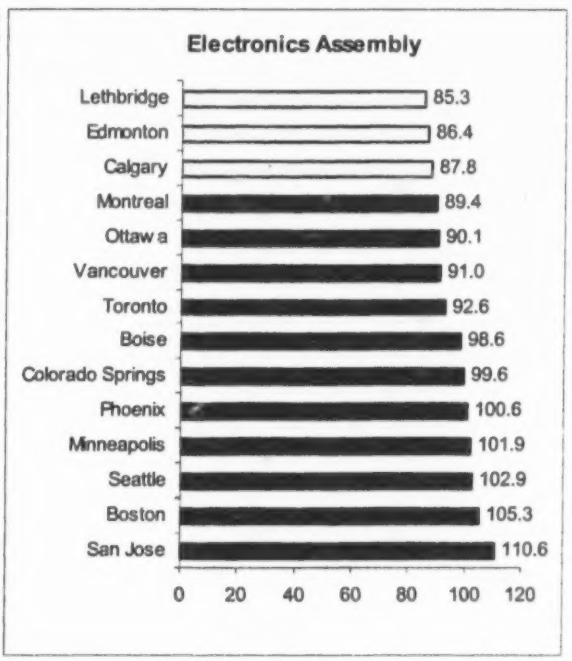
COST ADVANTAGE

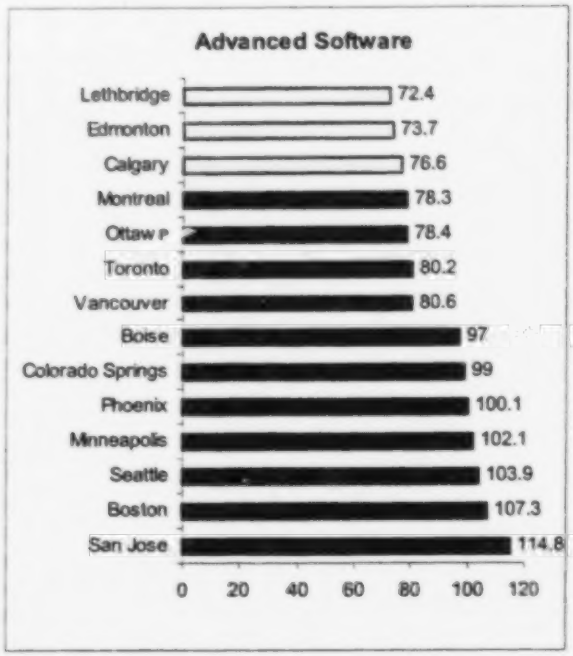
Through a combination of low taxes, skilled workforce, and well-established infrastructure, Alberta provides an advantage across all industrial sectors.

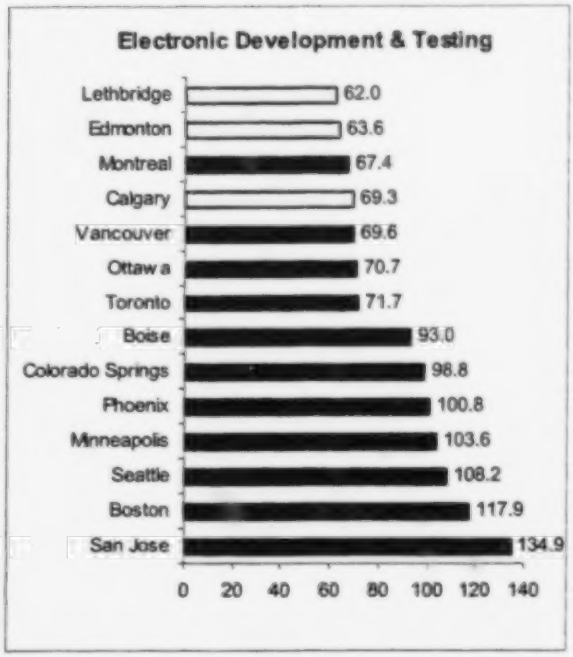
The charts below compare the overall cost of doing business in Alberta to five Canadian and seven US locations. Overall costs are expressed as an index based on an average US cost of 100. Comparisons were made for ten different industries using a custom cost model developed by KPMG Consulting. Industries examined include: precision components, electronics assembly, advanced software, electronic systems development & testing, biomedical research & development, pharmaceuticals, food processing, metal fabrication, plastics manufacturing, and corporate services.

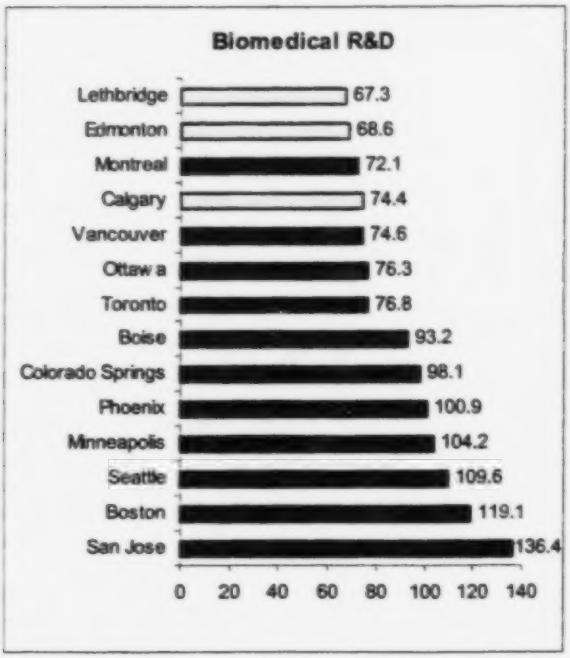
The charts below demonstrate the Alberta cost advantage over other jurisdictions and have been sourced from KPMG Consulting's Competitive Alternatives (G7-2002 Edition).






Advanced Software
Lethbridge 72.4
Edmonton 73.7
Calgary 76.6
Montreal 78.3
Ottawa 78.4
Toronto 80.2
Vancouver 80.6
Boise 97
Colorado Springs 99
Phoenix 100.1
Minneapolis 102.1
Seattle 103.9
Boston 107.3
San Jose 114.8
0 20 40 60 80 100 120


Electronic Development & Testing
Lethbridge 62.0
Edmonton 63.6
Montreal 67.4
Calgary 69.3
Vancouver 69.6
Ottawa 70.7
Toronto 71.7
Boise 93.0
Colorado Springs 98.8
Phoenix 100.8
Minneapolis 103.6
Seattle 108.2
Boston 117.9
San Jose 134.9
0 20 40 60 80 100 120 140


Biomedical R&D
Lethbridge 67.3
Edmonton 68.6
Montreal 72.1
Calgary 74.4
Vancouver 74.6
Ottawa 76.3
Toronto 76.8
Boise 93.2
Colorado Springs 98.1
Phoenix 100.9
Minneapolis 104.2
Seattle 109.6
Boston 119.1
San Jose 136.4
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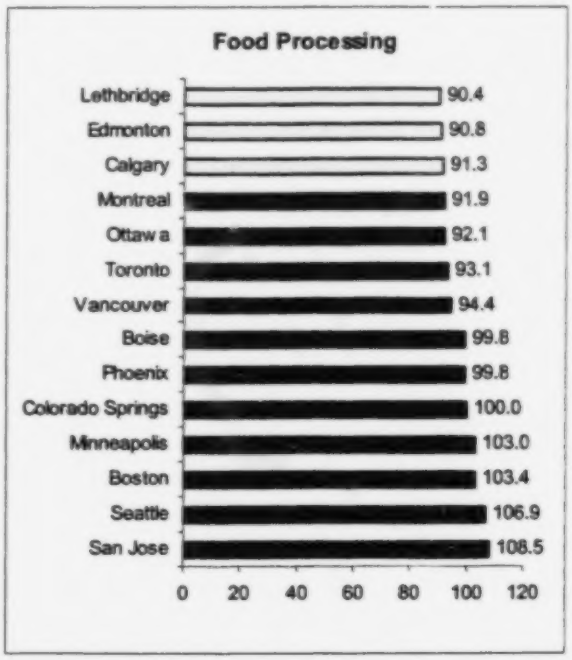
Food Processing
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Edmonton 90.8
Calgary 91.3
Montreal 91.9
Ottawa 92.1
Toronto 93.1
Vancouver 94.4
Boise 99.8
Phoenix 99.8
Colorado Springs 100.0
Minneapolis 103.0
Boston 103.4
Seattle 106.9
San Jose 108.5
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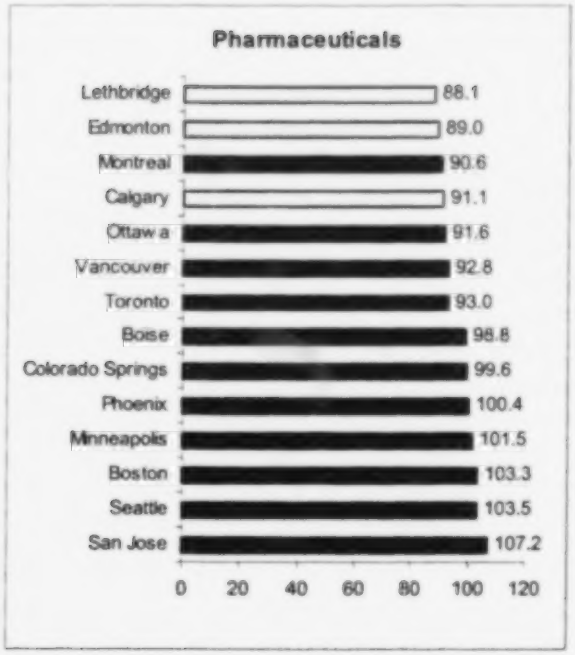
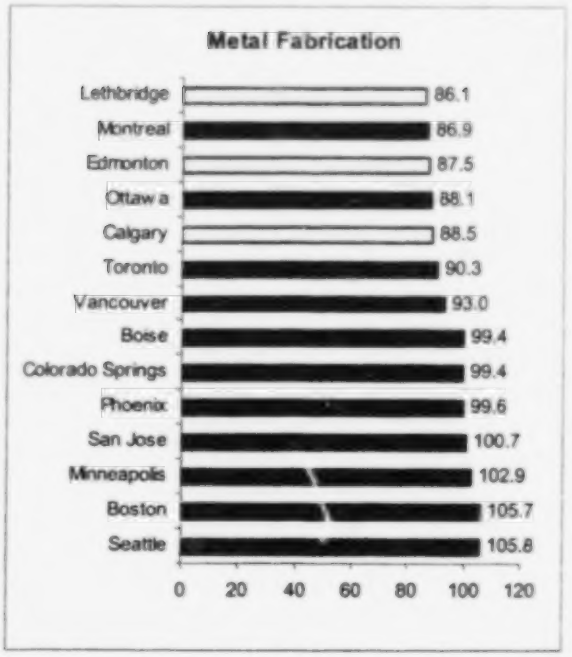

Pharmaceuticals
Lethbridge 88.1
Edmonton 89.0
Montreal 90.6
Calgary 91.1
Ottawa 91.6
Vancouver 92.8
Toronto 93.0
Boise 98.8
Colorado Springs 99.6
Phoenix 100.4
Minneapolis 101.5
Boston 103.3
Seattle 103.5
San Jose 107.2
0 20 40 60 80 100 120


Metal Fabrication
Lethbridge 86.1
Montreal 86.9
Edmonton 87.5
Ottawa 88.1
Calgary 88.5
Toronto 90.3
Vancouver 93.0
Boise 99.4
Colorado Springs 99.4
Phoenix 99.6
San Jose 100.7
Minneapolis 102.9
Boston 105.7
Seattle 105.8
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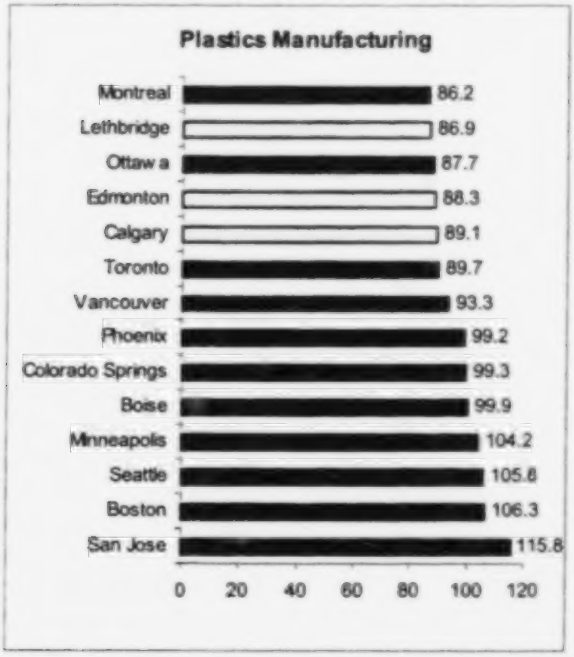
Plastics Manufacturing
Montreal 86.2
Lethbridge 86.9
Ottawa 87.7
Edmonton 88.3
Calgary 89.1
Toronto 89.7
Vancouver 93.3
Phoenix 99.2
Colorado Springs 99.3
Boise 99.9
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Seattle 105.8
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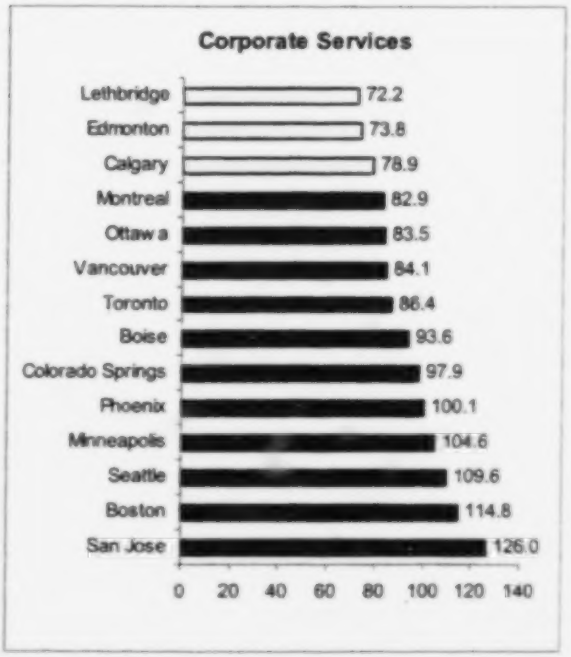
0 20 40 60 80 100 120


Corporate Services
Lethbridge 72.2
Edmonton 73.8
Calgary 78.9
Montreal 82.9
Ottawa 83.5
Vancouver 84.1
Toronto 86.4
Boise 93.6
Colorado Springs 97.9
Phoenix 100.1
Minneapolis 104.6
Seattle 109.6
Boston 114.8
San Jose 126.0
0 20 40 60 80 100 120 140

TAXATION - CORPORATE

Alberta has one of the lowest overall tax systems in Canada due to the following contributing factors:

- **no provincial sales tax**
- no provincial general capital tax or payroll taxes
- no corporate capital tax

In 2003, Alberta cut its general corporate income tax rate to 12.5%, reduced small business rates to 4.0% and raised the small business income threshold to $400,000. Since 2000, Alberta has cut the general rate by almost 20%, reduced the small business rates by 33%, and doubled the small business threshold. According to the C.D. Howe Institute (March 26, 2003), "**Alberta is Canada's only competitive tax regime in North America today**".

Provincial Corporate Tax Rates

		B.C.	AB	Sask	Man	Ont	Que	N.B.	N.S.	P.E.I.	Nfld
Corporate Income Tax											
General Rate	(%)	13.5	12.5	17.0	16.0	12.5	8.9	13.0	16.0	16.0	14.0
M & P Rate	(%)	13.5	12.5	10-17[a]	16.0	11.0	8.9	13.0	16.0	7.5	5.0
Small Business	(%)										
- rate	(%)	4.5	4.0	6.0	5.0	5.5	8.9	3.0	5.0	7.5	5.0
- threshold	($'000s)	300	400	300	320	320	n/a	400	200	200	200
Payroll Tax	(max.%)	-	-	-	2.15	1.95	4.26[f]	-	-	-	2.00
Capital Tax											
General	(%)	-	-	0.60	0.50	0.30	0.60	0.30	0.25	-	-
Financial Inst.	(%)	3.00	-	3.25	3.00	0.90	1.45[b]	3.00	3.00	3.00	4.00
Retail Sales Tax	(%)	7.5	-	6.0	7.0	8.0	7.5[c]	8.0[c]	8.0[c]	10.0	8.0[c]
Gasoline Tax	(¢/litre)	14.5[d]	9.0	15.0	11.5	14.7	15.2[d,e]	14.5[e]	15.5[e]	14.0	16.5[e]

Source: Alberta 2003 Budget, April 2003. Rates known as March 19, 2003.

a. The general corporate tax rate is reduced by up to 7 points based on the share of a corporation's national manufacturing and processing income allocated to Saskatchewan.
b. The Quebec financial institutions capital tax includes the base rate of 1.20% and compensatory tax of 0.25%.
c. These provinces' sales taxes are harmonized with the federal GST.
d. An additional 6¢/litre is imposed in the greater Vancouver area, 2.5¢/litre in Victoria and 1.5 ¢/litre in Montreal.
e. These provinces apply their retail sales tax on top of this tax.
f. Quebec levies an additional 2% compensatory tax on wages paid by financial institutions that is not include in this rate.

Federal Corporate Tax Rates

	CANADA (01/2003)	UNITED STATES (01/2003)
Corporate Income Tax:		
General	24.12%	35.0%
Manufacturing	22.12%	35.0%
Small Business	13.12%	31.3%
Capital Tax	0.225%[a]	–
Sales Tax	7.0%[b]	–
Social Security[c]	4.95% (max. $1802)	6.2% (max. $ 5394)
Emp. Ins. / Unemployment Tax[d]	2.1% (max. $ 1147)	0.8% effective rate (max $434)
Medicare	–	1.45%

Note: amounts in currency of country.

a) United States: Effective rate at a taxable income of US$ 300,000 after deduction of state tax paid. Canada: Federal small business rate is currently being applied to taxable income up to C$200,000. This threshold is being increased to C$300,000 over the next 4 years.

b) Corporations with taxable capital employed in Canada in excess of $10 million are subject to the 0.225% Large Corporations Tax. Elimination of this tax by 2008 in successive annual reductions has been announced.

c) This is a refundable value-added tax, i.e. there is no net cost to a manufacturer once input tax credits (refunds) have been claimed.

d) U.S. Social Security and Canada Pension Plan.

e) US rate shown is the effective federal rate after a credit for state unemployment tax paid equal to 5.4% of the State taxable wage base to a maximum of $7,000. State taxable wage bases for unemployment insurance range from US$7,000 to US$30,200.

The Government of Canada is reducing its general corporate income tax rate, with surtax, to 22.12% by 2004.

Commercial Property Tax

The assessment of property tax is based on either the market value or a regulated value that is determined by standards set within the Municipal Government Act and Regulations. There are two levies against assessable property in Alberta: the municipal levy, used to fund municipal services, and the Alberta School Foundation Fund, collected on behalf of the provincial government to help fund education. Property tax varies considerably by municipality and is difficult to compare. Based on generic modeling of companies in eight different industries using KPMG developed data, Calgary and Edmonton's average commercial property tax in the first quarter of 2003 expressed in U.S. dollars was $1.36 per square foot compared to an average of $2.75 per square foot for Toronto, Montreal, Vancouver, and Ottawa and an average of $2.63 per square foot for seven U.S. cities (Boise, Boston, Colorado Springs, Minneapolis, Phoenix, San Jose and Seattle).

Business Tax

Businesses in the cities of Calgary and Edmonton must also pay a business tax that is based on the average rental value of the business premises multiplied by the tax rate as set by City Council each year.

	Calgary	Edmonton
Business Tax[a]	8.96%	6.95%

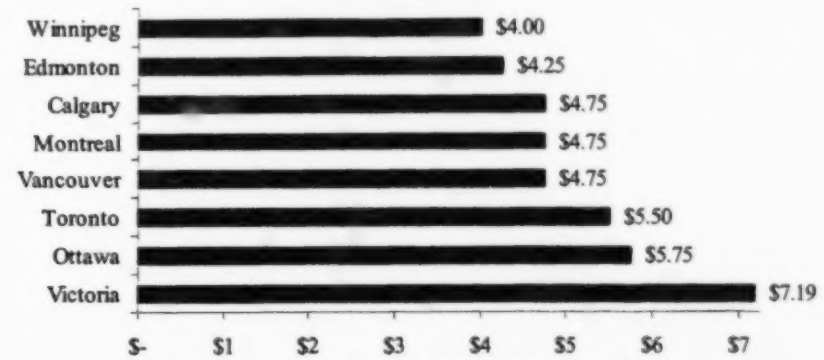
a. Based on net annual rental value for City of Calgary and gross annual rental value for City of Edmonton.
Source City of Edmonton and City of Calgary, April 2003.

REAL ESTATE

Commercial And Industrial

Alberta offers an abundance of industrial real estate that is well serviced, competitively priced, and suited to a variety of uses. Edmonton and Calgary have net rental rates that are among the lowest in Canada for major metropolitan areas. Smaller municipalities, such as Lethbridge and Red Deer, have numerous facilities at rates lower than those in the larger cities.

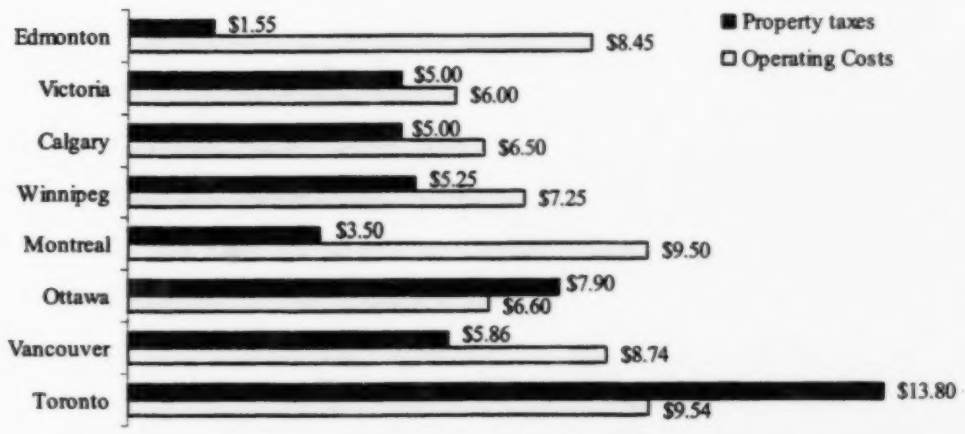
Industrial Net Lease Rates



Note: $ per square foot triple-net rent for a 50,000 to 100,000 square foot warehouse
Source: Colliers Macaulay Nicolls Inc., Canadian Real Estate Review 2002-2003.

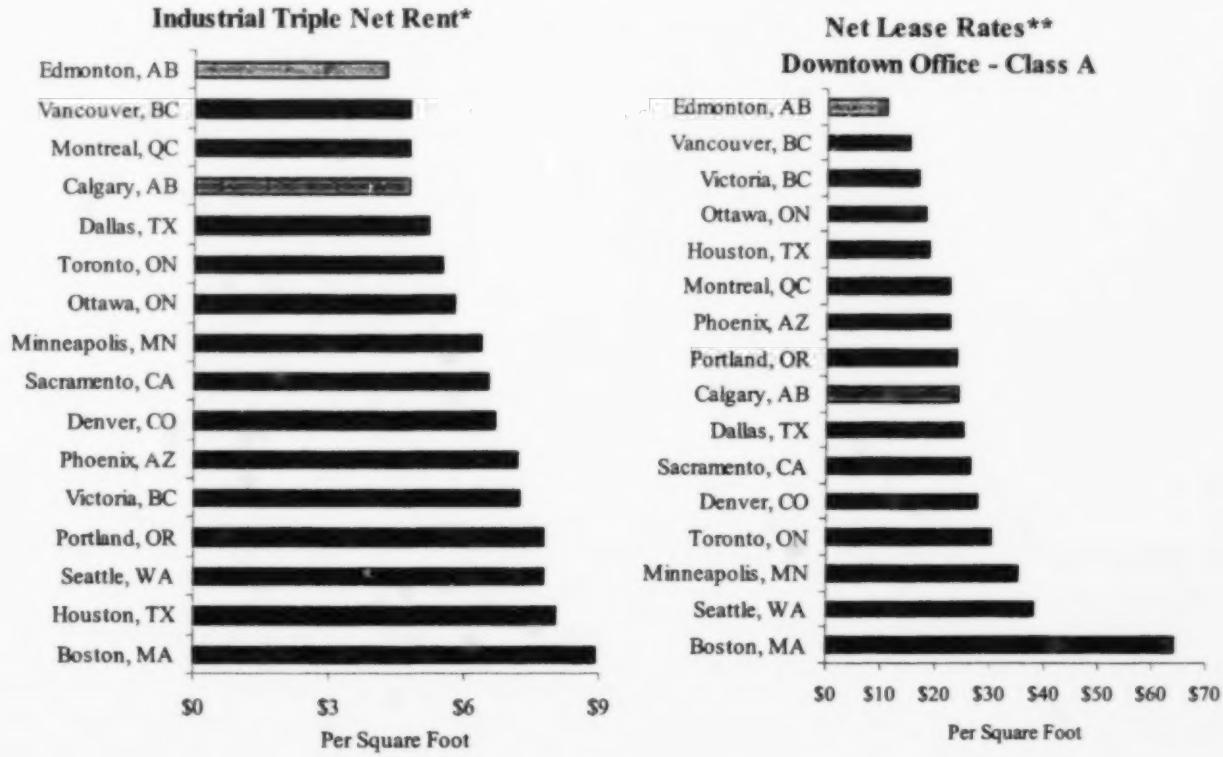
Calgary is Canada's second largest head office city, while Edmonton is the location of most provincial and federal government offices. Office occupancy costs for both cities have consistently been among the lowest, compared to other major metropolitan areas in Canada.

Office Operating Costs and Taxes (Downtown Class 'A' Space)



Note: $ per square foot. Operating costs include utilities, building management and janitorial.
Source: Colliers Macaulay Nicolls Inc., Canadian Real Estate Review 2002-2003.

North American Real Estate Costs - 2002



* Triple Net Rent includes rent payable to the landlord and does not include additional expenses such as taxes, insurance, maintenance, janitorial and utilities. Costs are based on a 5-year lease of 50,000 to 100,000 square foot lease in typical warehouse space.

Source: Colliers International, Canadian Real Estate Review 2002-2003

** Net lease rate excludes additional expenses to the tenant including property taxes and operating costs. Costs based on a 5-year lease of 10,000 square feet in a prime downtown location.

Source: Colliers International, Canadian Real Estate Review 2002-2003

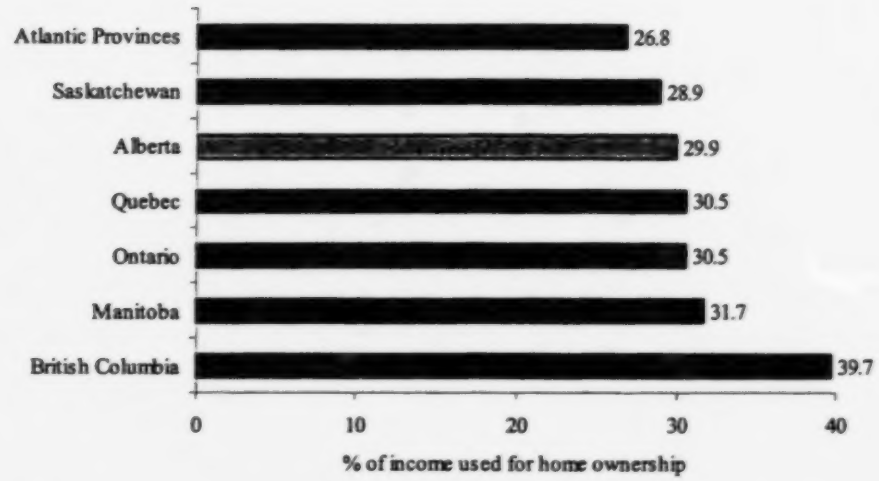
RESIDENTIAL HOUSING

Alberta remains the third most affordable market in Canada for housing. Housing starts in Alberta increased to its highest level in 24 years, up 33.8% in 2002. The average house price in Edmonton or Calgary is approximately 30% to 50% less than a home in Toronto or Vancouver.

Average Housing Prices - 2002

Source: Canadian Real Estate Association, February 2003

Housing Affordibility



Source: Royal Bank of Canada, February 2003

LABOUR FORCE

Companies located in Alberta choose employees from a skilled, talented, and cost-effective labour force. General facts about the Alberta labour force are:

- Alberta's labour force consists of over 1.8 million well-educated personnel.
- Alberta's average employment increased by about 41,700 in 2002.
- Alberta had the **highest workforce participation rate** at 73.0%, compared to the national average of 66.9% for 2002.
- In 2002, Alberta had the **highest employment rate** in Canada of 69.1%, well above the national average of 61.8%.
- Alberta's 5.3% was the **second lowest unemployment rate** in Canada for 2002, compared to the national average of 7.7%.
- Alberta has the **highest worker productivity** and **third highest productivity growth rate** in Canada.
- In 2002, 58.7% of the labour force, 25 years and over, reported holding a university degree or post-secondary diploma or certificate.
- Currently, Alberta has the **highest number of engineers** per capita, almost 1 for every 70 Albertans in the labour force.

Productivity by Province

Province	Productivity (GDP/Capita) 2002*	Productivity Growth Rate 1991-2001**
Alberta	**$48,327**	**1.57**
British Columbia	$32,445	1.22
Canada	*$36,765*	*1.39*
Manitoba	$31,739	1.22
New Brunswick	$27,606	0.82
Newfoundland	$30,064	2.08
Nova Scotia	$27,724	0.95
Ontario	$38,992	1.45
Prince Edward Island	$26,924	0.65
Quebec	$32,583	1.22
Saskatchewan	$34,123	1.87

*Source: Statistics Canada, Alberta Economic Development

**Source: Centre for the Study of Living Standards
(total factor productivity based on hours)

Educational Attainment of Labour Force (25 year and over), 2002 Annual Averages (%)

Educational Level	NF	PEI	NS	NB	PQ	ON	MB	SK	AB	BC	CAN
0 - 8 years	5.6	5.3	3.5	6.1	6.4	2.9	4.2	4.3	2.4	2.2	3.8
Some high school	13.2	13.8	11.9	10.8	11.6	9.0	13.0	12.0	10.1	8.5	10.1
High school graduate	15.6	17.5	15.2	22.7	17.1	21.9	22.6	23.4	20.4	22.2	20.5
Some post-secondary education	5.9	7.4	7.4	6.2	5.8	7.2	7.7	7.7	8.3	10.0	7.4
Post-secondary certificate or diploma	44.6	39.5	40.5	37.2	37.9	33.5	33.1	35.4	37.9	34.7	35.7
University degree	15.1	16.6	21.5	16.9	21.2	25.5	19.4	17.2	20.8	22.4	22.6

Source: Labour Force Historical Review, 2002, Statistics Canada

Employment by Industry - Alberta

Sector	'000
Agriculture	61.3
Forestry, fishing, mining, oil and gas	93.9
Utilities	17.4
Construction	139.9
Manufacturing	147.1
Trade	252.8
Transportation and warehousing	98.6
Fin., insurance, real estate and leasing	84.5
Professional, scientific and tech. services	121.8
Management, admin. and other support	57.3
Educational services	105.2
Health care and social assistance	158.4
Information, culture and recreation	68.2
Accommodation and food services	119.3
Other services	81.1
Public administration	67.0
All industries	**1673.8**

Employment by Occupation - Alberta

Occupation	'000
Management occupations	151.9
Business, finance and administrative occupations	290.9
Natural and applied sciences and related occupations	125.9
Health occupations	83.9
Occupations in social science, education, government service and religion	114.5
Occupations in art, culture, recreation and sport	34.3
Sales and service occupations	414.7
Trades, transport and equipment operators and related occupations	270.3
Occupations unique to primary industry	100.5
Occupations unique to processing, manufacturing and utilities	86.8
All occupations	**1673.8**

Source: Labour Force Historical Review, 2002, Statistics Canada

Alberta has the highest percentage of employed people of any province.
(The Employment Rate is a measure of the number of people employed relative to working age population, 15 years and over.)

Source: Labour Force Historical Review, 2002, Statistics Canada

Alberta's overall unionization rate is estimated at 24.5%, the lowest of all the provinces. Public sector union membership (public administration, education and health) accounts for the majority of unionized employees. The unionization rate in the private sector is 12.6%. Over the past 10 years, Alberta's number of person-days lost due to labour disputes has ranked among the lowest in Canada. In 2001, the number of person-days lost due to labour disputes in Alberta averaged 2.5 days per 10,000 worked, relative to the Canadian average of 6.7.

Estimated Union Coverage, 2002 Annual Averages

Sector	Total Employees ('000)	Unionized Employees ('000)	Percent Union Members
Accommodation & Food Services	108.9	3.3	3.0%
Agriculture, Energy & Other Primary	99.9	9.8	9.8%
Construction	98.6	22.8	23.1%
Finance, Insurance & Real Estate	67.8	4.7	6.9%
Information, Culture and Recreation	62.0	12.5	20.2%
Management, Admin & Other Support	41.3	3.8	9.2%
Manufacturing	140.1	28.4	20.3%
Other Services	56.4	4.8	8.5%
Professional & Technical Services	81.5	3.1	3.8%
Trade	224.6	23.4	10.4%
Transportation & Warehousing	81.5	26.1	32.0%
Utilities	17.3	6.4	37.0%
Private Sector Rate	***1110.1***	***139.5***	***12.6%***
Education	97.7	73.2	74.9%
Health & Social Services	140.5	71.3	50.7%
Public Administration	67.0	45.1	67.3%
Public Sector Rate	***275.0***	***199.6***	***72.6%***
All Industries	**1385.1**	**339.1**	**24.5%**

Source: Labour Force Historical Review, 2002, Statistics Canada
Note: Excludes Self-employed

LABOUR COSTS

Occupation	Average Hourly Wage ($Cdn)*
Manager - Financial	31.15
Manager - Manufacturing	27.97
Supervisor - General Office	16.79
Bookkeeper	15.56
Oil & Gas Drilling Labourer	15.66
Heavy Equipment Operator	21.14
Electrician	21.08
Welder	21.40
Carpenter	18.54
Secretary	15.75
Retail Sales Person	13.35
Civil Engineer	25.37

* Based on 3 years experience; averages for Edmonton/Calgary, except Oil & Gas Drilling Labourer and Heavy Equipment Operator (Alberta averages)
Source: Alberta 2001 Wage Survey

Technician/Technologists (2002)	Average Salary ($Cdn)**
Computer (hardware/networking)	35,030
Computer (software/applications)	36,089
Drafting / Emgineering Design	35,428
Electrical	37,771
Electronics	34,299
Instrumentation	42,568
Manufacturing	33,859
Petroleum / Hydrocarbon	44,345
Telecommunications	42,338

** Junior level - approximately 2 years experience
Source: Alberta Society of Engineering Technologists 2002

Salaries in Canada and the United States - 2002 ($Cdn)

Information Technology Professionals	Canada	United States*
Technical Services, Help Desk & Technical Support		
Systems Administrator	$49,250 - 72,500	$79,050 - 112,375
Applications Development		
Systems Analyst	$62,500 - 88,250	$98,803 - 140,663
Programmer/Analyst	$48,500 - 76,000	$82,538 - 124,775
Software Development		
Programmer/Analyst	$48,500 - 69,500	$82,150 - 124,000
Internet & E-Commerce		
Programmer/Analyst	$57,750 - 92,250	$87,575 - 133,688
Networking/Telecommunications		
Telecommunications Specialist	$57,000 - 78,250	$82,925 - 113,150
Network Architect	$62,500 - 96,250	$105,013 - 159,650

* Based on US $1=Cnd $1.55

Source: RHI Consulting - 2002 Salary Guide

Minimum Wage

BC	AB	SK	MAN	ONT	QUE	NB	NS	PEI	NFLD
$8.00	$5.90	$6.00	$6.00	$6.85	$6.90	$5.75	$5.80	$6.00	$5.50

Source: Human Resources Development Canada

Workers' Compensation Premiums (Average Premium Rates Per $100 Payroll, $Cdn)

Canada - 2003

Source: Association of Worker's Compensation Boards of Canada.
Rates as of January 1, 2003

United States - 2002

Source: Oregon Department of Consumer and Business Services
Rates as of January 1, 2002 Note: 1US$ = 1.55 CDN$

EMPLOYMENT STANDARDS

The majority of employees in Alberta are covered by the *Employment Standards Code*, a Statute of the Province of Alberta, which establishes minimum employment standards for employers and employees in the workforce. Police officers and certain provincial employees, who are regulated through other statutes, are exempt from the Standards Code. The code creates minimum standards in areas such as:

1. Hours of work, payment of earnings and overtime pay
   - In general, the maximum workday is 12 hours long.
   - An employer must allow employees at least one day of rest each week. Employees cannot be required to work more than 24 consecutive days unless the period is followed by at least four consecutive days of rest.
   - Employees must be paid at least once a month.
   - Hours over eight in a day and/or 44 in a week are considered overtime. Overtime is paid at 1.5 times the regular wage. Employers and employees may enter into a written overtime agreement. With the agreement, instead of overtime pay, employees receive time off with regular pay equal to the number of overtime hours worked.

2. Vacation and vacation pay
   - Entitlement of 2 weeks after 12 months of employment.
   - Entitlement of 3 weeks after 5 years of employment.

3. Minimum wage rates
   - $5.90 per hour

4. General holidays and general holiday pay
   In Alberta, the following are general holidays: New Year's Day; Alberta Family Day; Good Friday; Victoria Day; Canada Day; Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day; and any other day designated by the employer.

5. Notice for termination of employment
   The minimum notice requirements that employers must give are:
   - one week – for employment of more than three months, but less than two years
   - two weeks – for employment of two years, but less than four years,
   - four weeks – for employment of four years, but less than six years,
   - five weeks – for employment of six years, but less than eight years,
   - six weeks – for employment of eight years, but less than 10 years,
   - eight weeks – for employment of 10 years or more,
   - or the wages the employee would have earned for the applicable period of notice.

6. Parental benefits
   - A birth mother will be able to take up to 52 weeks of unpaid, job-protected leave from employment made up of 15 weeks maternity leave and 37 weeks of parental leave.
   - Fathers and/or adoptive parents are also eligible for 37 weeks of unpaid, job-protected parental leave. Adoptive parents can take parental leave regardless of the age of the adopted child.
   - Parental leave may be taken entirely by one of the parents or can be shared between both parents, but the total cannot exceed 37 weeks.

For more information: **Alberta Human Resources and Employment**
http://www3.gov.ab.ca/hre/employmentstandards/

Personal Taxation

2003 Personal Taxable Income Brackets and Rates by Province

Province	Basic Amount [1]	1st Bracket	2nd Bracket	3rd Bracket	4th Bracket	5th Bracket	Surtax Thresholds & Rates [2]
Alberta	$13,525	$0 and above 10.0% single rate					N/A
British Columbia	$8,307	$0	$31,653	$63,308	$72,685	$88,620	N/A
		6.05%	9.15%	11.7%	13.7%	14.7%	
Manitoba	$7,634	$0	$30,544	$65,000			N/A
		10.9%	14.9%	17.4%			
New Brunswick	$7,756	$0	$32,183	$64,368	$104,648		N/A
		9.68%	14.82%	16.52%	17.84%		
Newfoundland and Labrador	$7,410	$0	$29,590	$59,180			$7,032 *[$58,597]* 9%
		10.57%	16.16%	18.02%			
Nova Scotia	$7,231	$0	$29,590	$59,180			$10,000 *[$79,527]* 10%
		9.77%	14.95%	16.67%			
Ontario	$7,817	$0	$32,435	$64,871			$3,747 *[$57,108]* 20%
		6.05%	9.15%	11.16%			$4727 *[$67,288]* additional 36%
Prince Edward Island	$7,412	$0	$30,754	$61,509			$5,200 *[$51,859]* 10%
		9.8%	13.8%	16.7%			
Quebec	$6,150 [3]	$0	$27,095	$54,195			N/A
		16%	20%	24%			
Saskatchewan	$8,000	$0	$35,000	$100,000			N/A
		11%	13%	15%			

Source: PricewaterhouseCoopers Tax Facts and Figures as of May 20, 2003
www.pw.com/ca/eng/ins-sol/publications/index.html

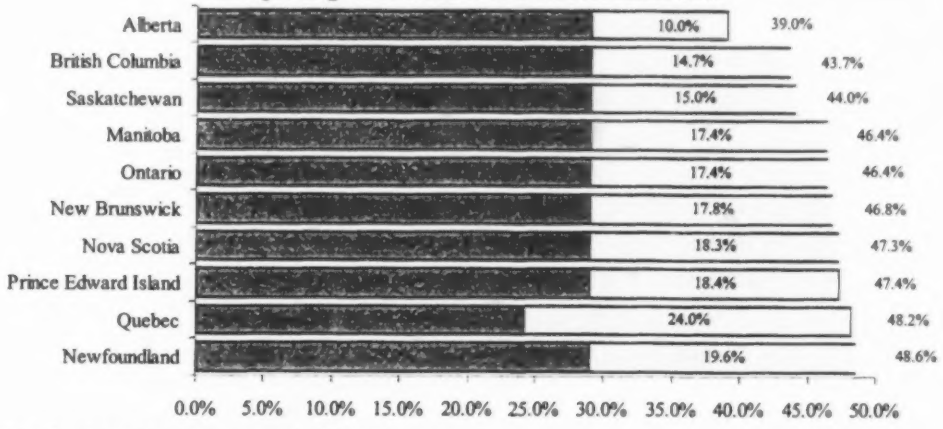
Note: All provinces except Quebec use the federal definition of taxable income. In Quebec, basic federal tax is reduced by the 16.5% "Quebec Abatement", however Quebec's provincial rates are higher than other provinces which more than compensates for the abatement.

1. Basic personal credits eliminate tax on the amounts of taxable income shown in this column.
2. Surtax rates apply to provincial tax above provincial surtax thresholds. Italic figures in brackets are the taxable income levels that correspond to the thresholds, assuming only the basic personal credit is claimed.
3. Quebec's basic amount is $8,970 under the simplified system.

Albertans will pay about $130 million less in personal income taxes this year as a result of the indexation introduced in 2001 when Alberta move to a single tax rate. The single tax rate has two key components that balance fairness and competitiveness. First, the biggest personal and spousal amounts in the country promote fairness by boosting the amount of income that Albertans can earn tax-free. Secondly, a single rate of 10% provides the lowest top marginal rate in Canada. This promotes competitiveness and encourages people to live, work, and invest in Alberta.

It has been demonstrated that the total tax load in Alberta is lower than in any other province. In 2003, a one-income family earning $30,000 with two children will pay almost $2,356 less in provincial taxes and health care insurance premiums than a similar family would pay, on average, in any other province. Two-income families earning $60,000 or $100,000 with two children will both pay close to 33% less than similar families would pay, on average, in other provinces.

Top Marginal Personal Income Tax Rates 2003



Rates for other provinces known as of March 19, 2003
Quebec residents receive an abatement of 16.5% of basic federal tax in lieu of federal cash transfers to Quebec for several social programs. This reduces the top federal rate of 29% by 16.5%, or 4.79% of taxable income.
Source: Alberta Finance 2003

Disposable Income per Capita	
Alberta	**$24,832**
Ontario	$23,688
Canada	$22,151
British Columbia	$21,099
Manitoba	$20,884
Quebec	$20,630
Nova Scotia	$19,838
New Brunswick	$19,505
Prince Edward Island	$18,993
Saskatchewan	$18,488
Newfoundland	$17,915

Source: Statistics Canada, 2002

Interprovincial Tax And Health Care Insurance Premium Comparison, 2003

Alberta's overall personal taxes are the lowest in Canada. As the following charts demonstrate, families pay less tax in Alberta than in any other province. Based on a two-income family earning $60,000, Albertans pay $2,229 less in taxes than residents of Quebec and $555 less than residents of Ontario.

Employment Income of $30,000 - One Income Family (Two Children)

	BC	AB	Sask.	Man	Ont.	Que.	NB	NS	PEI	Nfld.
Provincial Income Tax	348	(839)	606	511	(380)	(759)	1,086	1,107	1,109	1,437
Provincial Sales Tax	694	-	496	756	1,008	1,181	955	989	1,167	1,234
Health Care Premium	583	201	-	-	-	-	-	-	-	-
Payroll Tax	-	-	-	226	278	666	-	-	-	181
Fuel Tax	418	270	450	345	441	456	435	465	420	495
Tobacco Tax	793	800	800	725	430	453	588	648	573	675
Total Provincial Tax	2,836	432	2,352	2,563	1,777	1,997	3,064	3,209	3,269	4,022

Employment Income of $60,000 - Two Income Family (Two Children)

	BC	AB	Sask.	Man	Ont.	Que.	NB	NS	PEI	Nfld.
Provincial Income Tax	1,918	2,127	3,005	3,105	1,558	2,208	3,175	3,397	3,305	3,637
Provincial Sales Tax	1,028	-	724	1,097	1,473	1,677	1,412	1,457	1,722	1,828
Health Care Premium	972	792	-	-	-	-	-	-	-	-
Payroll Tax	-	-	-	453	556	1,331	-	-	-	363
Fuel Tax	627	405	675	518	662	684	653	698	630	743
Tobacco Tax	793	800	800	725	430	453	588	648	573	675
Total Provincial Tax	5,338	4,124	5,204	5,898	4,679	6,353	5,828	6,200	6,230	7,246

Employment Income of $100,000 - Two Income Family (Two Children)

	BC	AB	Sask	Man	Ont	Que	NB	NS	PEI	Nfld
Provincial Income Tax	4,630	5,421	6,966	7,903	4,641	8,528	7,502	7,941	7,510	8,550
Provincial Sales Tax	1,571	-	1,086	1,624	2,213	2,405	2,107	2,170	2,578	2,711
Health Care Premium	972	792	-	-	-	-	-	-	-	-
Payroll Tax	-	-	-	755	927	2,219	-	-	-	604
Fuel Tax	627	405	675	518	662	684	653	698	630	743
Tobacco Tax	793	800	800	725	430	453	588	648	573	675
Total Provincial Tax	8,593	7,418	9,527	11,525	8,873	14,289	10,850	11,457	11,291	13,283

Calculations are based on other provinces' tax parameters known as of March 19, 2003.
Assumptions:

- Business is assumed to bear between 25% and 60% of the provincial sales tax, depending upon the provincial tax regime.
- In provinces that impose payroll taxes, 75% is assumed to be borne by employees and 25% by employers. The same 75/25 split is assumed for health care premiums.
- Fuel tax is based on estimated consumption of 3,000 litres for one-income families and 4,500 litres for two income families.
- Tobacco tax is based on estimated consumption of 100 packs per adult per year.
- RRSP/RPP contributions of $100, $7,800 and $13,500 are included in the calculation of personal income tax for the $30,000, $60,000 and $100,000 families, respectively.
- For two income families, income and RRSP/RPP contributions are split 60/40 between the two spouses.
- The children in each family are assumed to be 6 and 12 years old.

Source: Alberta Finance, 2003

TRANSPORTATION

Alberta's transportation infrastructure plays a critical role in the province's economy. The province's strength as a major exporter of primary commodities and manufactured products to the global marketplace is supported by a highly efficient and competitive transportation and logistics system.

Alberta has emerged as the western North American warehouse and distribution hub for Canada and the Pacific Northwest region of the United States. Alberta is the only western province that offers overnight, or less than 24-hour delivery service to all of western Canada and the US Pacific Northwest. With direct connections to two of North America's largest highway trade corridors, quick and efficient access to the southern US and Mexican markets is available.

Distances to Major Markets (kilometers)

Canada	Edmonton	Calgary
Montreal	3,551	3,582
Regina	780	758
Saskatoon	523	610
Toronto	3,356	3,387
Vancouver	1,189	957
Winnipeg	1,295	1,326
United States	**Edmonton**	**Calgary**
Chicago	2,610	2,553
Dallas	3,175	2,991
Denver	2,045	1,765
Detroit	3,035	2,978
Los Angeles	2,745	2,460
Minneapolis	2,228	1,920
Portland	1,521	1,252
San Francisco	2,380	2,111
Seattle	1,298	1,067

Source: Household Goods Carrier's Bureau - Mileage Guide

RAILWAYS

Two transcontinental railway companies, Canadian National (CN) and Canadian Pacific Railway (CPR), service Alberta. Both companies provide highly efficient and competitive service in the movement of export commodities such as petrochemicals, forest products, grain, coal, fertilizers and sulphur to major ports, and throughout the United States and Mexico. A modern network of intermodal terminals is strategically located at Vancouver, Calgary, Edmonton, Regina, Saskatoon, Winnipeg, Thunder Bay, Dryden, Toronto, Montreal, Moncton and Halifax for movement of containerized cargo to the United States and international markets.

HIGHWAYS

Alberta has more than 41,000 km of paved roads and highways that form an extensive network throughout the province. First class arterial roads and highways connect Alberta to the North American highway system. Primary highways in the province have good pavement conditions and support high load limits and truck dimensions. The province has the lowest highway fuel tax across Canada. Alberta is enhancing its section of the Canada, America and Mexico (CANAMEX) Trade Corridor that will link the Alaska Highway to Interstate Route 15 at the Montana border. The CANAMEX Trade Corridor will link Canada, Mexico and the United States and stretch from Anchorage, Alaska to Mexico City, Mexico. Full implementation will lead to the harmonization of truck weights and dimensions and will facilitate the movement of higher payloads, increase efficiencies and reduce transportation costs.

AIR SERVICE

Two world-class airports, located at Calgary and Edmonton, service Alberta. These airports have 24-hour cargo services, modern cargo terminals and U.S. pre-clearance facilities. They are used by major international airlines and provide direct passenger and cargo services to many North American and international destinations, and are also the major gateway to northern Canada.

Calgary International Airport, which serves as the hub for air traffic in the prairies, has the largest civil aviation runway in Canada measuring 3,863 metres. It is Canada's third busiest airport by traffic volume, with over 7.9 million passengers and 80,000 tonnes of cargo in 2002. Since 1992, traffic volume has almost doubled

The Edmonton International Airport (EIA) is Canada's most northerly 24-hour international airport. It is the second largest airport in Canada measured by landmass, comprising an area of over 7000 acres. Since 1997, the approximate annual passenger movement has been 3.8 million, making EIA Canada's fifth busiest airport. Its runways can accommodate any size aircraft, including the Antonov 124, the world's largest cargo aircraft, which has used the airport on many occasions. The EIA is the only facility in Northwestern America that has an Animal Quarantine Station on site to serve customers transporting live cargo to and from transborder and international destinations.

Alberta has regional airports in Grande Prairie, Peace River, Fort McMurray, High Level, Red Deer, Lloydminster, Lethbridge, and Medicine Hat.

For more information and up-to-date flight schedules:

CALGARY AIRPORT AUTHORITY
www.calgaryairport.com

EDMONTON AIRPORTS
www.edmontonairports.com

www.amta.ca
www.aircanada.ca
www.westjet.ca

www.cpr.ca
www.portvancouver.com
www.cn.ca

POST-SECONDARY EDUCATION

One of Alberta's primary strengths is its education system. Alberta's system consists of 29 institutions: 4 universities, 2 technical institutes, 15 public colleges, 7 private accredited colleges, and the Banff Centre.

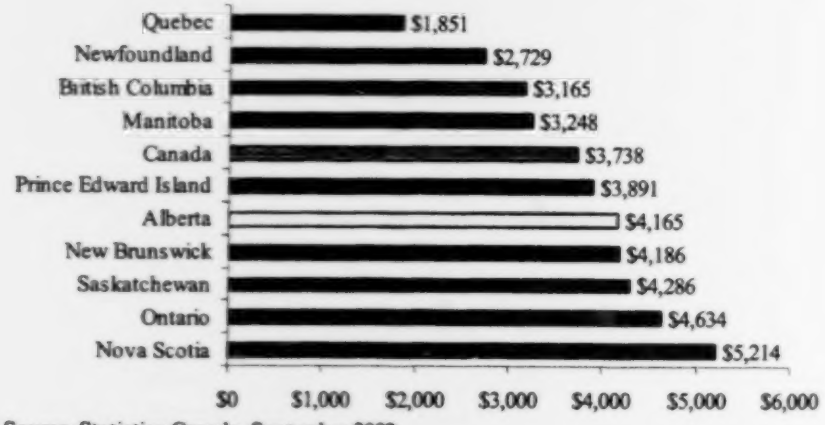
The combination of these facilities helps to provide one of the most highly educated workforces in North America.

University Full-time Enrollment Fall 2002

University	Undergraduate Students	Graduate Students	Total
University of Alberta	26,076	3,356	29,432
The University of Calgary	20,139	3,241	23,380
University of Lethbridge	6,081	94	6,175
Athabasca University*	3,697	876	4,573
TOTAL	55,993	7,567	63,560

Source: University of Calgary, Office of Institutional Analysis 2002-2003 Fact Book; Athabasca University 2002
* Athabasca University is a "distance education" institution. Numbers represents full-time equivalent enrollment.

Average Undergraduate Tuition Fees 2002/2003



Source: Statistics Canada, September 2002

* Using the most current enrolment data available, average tuition fees have been weighted by the number of students enrolled by institution and field of study. Fees at both public and private institutions are included in the weighted average calculations.
* Both in and out-of-province students are included in the weighted average calculations.

University of Alberta

Founded in 1908, the University of Alberta (U of A) has grown to become one of Canada's foremost research-intensive universities. It has attracted more than $304 million in research funding during 2001/2002. U of A is Canada's second largest English-speaking university, serving more than 32,000 students in 200 undergraduate and 170 graduate programs.

The University of Alberta is the largest research institution in the province and ranks among the top four Canadian universities for sponsored research funding. Because of its focus on research, the U of A ranks among the top five Canadian universities for total research funding from the three federal government granting councils: the Canadian Institute for Health Research, the Natural Sciences and Engineering Research Council, and the Social Science and Humanities Research Council. U of A researchers participate actively in 21 of 22 federal Networks of Centres of Excellence that link industry, universities, and the government within the field of applied research and development. The University's Research Services Office facilitates the transfer of University research and technology to industry, and develops industrial growth through the creation of University spin-off companies.

Full-time Enrollment by Program,
Fall Term 2002

Agriculture/Forestry/Home Economics	1,069
Arts	5,458
Business	1,775
Education	3,160
Engineering	3,081
Law	503
Medicine and Dentistry	1,392
Native Studies	279
Nursing	1,105
Pharmacy and Pharmaceutical Sciences	410
Physical Education and Recreation	842
Rehabilitation Medicine	445
Saint-Jean	454
Science	5,901
Open Studies	202
Graduate Studies and Research	3,356
Total Full-time Enrollment	**29,432**

Source: University of Alberta

There are 63 active U of A spin-off companies as of March 2002. Since 1994, the University of Alberta has had:

- 587 invention disclosures,
- 160 patents issued,
- 1,482 license options and agreements signed,
- licensing and royalty revenues of $24 million.

Additional Information: Office of the Registrar
University of Alberta
Edmonton, Alberta
T6G 2M7

Phone: (780) 492-3113
Website: www.ualberta.ca

...it makes *sense*.

UNIVERSITY OF CALGARY

The University of Calgary (U of C) is a comprehensive research university that, in its short 36-year history, has grown to take its place among the finest institutions in Canada. The U of C has 16 faculties, 53 departments and more than 30 research institutes and centers. Its 1,917-fulltime equivalent teaching and research faculty are actively engaged in research and scholarship. The U of C has approximately 27,000 full time equivalent students and over 2,500 full time equivalent support staff.

Full-time Enrollment by Faculty,
Fall Term 2002

Education	991
Engineering	2,378
Fine Arts	553
Communication & Culture	3,130
Humanities	906
Kinesiology	612
Law	220
Management	1,947
Medicine	788
Nursing	661
Science	3,551
Social Sciences	3,153
Social Work	392
Joint Faculty	781
Graduate Students	3,241
Total Full-time Enrollment	**23,380**

Source: University of Calgary, Office of Institutional Analysis 2001-2002 Fact Book

The University of Calgary is one of Canada's top seven research universities. The University belongs to 17 Networks of Centres of Excellence, an innovative national approach to research and development designed to develop Canada's economy and improve the quality of life for Canadians. About 75 chairs and professorships in such areas as American studies, schizophrenia, project management, cancer and intelligent manufacturing attract renowned scholars and leading research to the U of C. Government and industry support more than 30 jointly endowed chairs. Revenues from sponsored research have nearly doubled within the past five years to $171 million.

The U of C is Calgary's fourth largest employer. The University's presence supports 8,200 jobs with a financial impact on the local economy estimated to be $665 million annually.

Additional Information: Registrar's Office
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta
T2N 1N4

Phone: (403) 220-6645
Website: www.ucalgary.ca

The University of Lethbridge

With more than 6,000 full-time students, the University of Lethbridge (U of L) offers full degree programs in arts and science, education, health sciences, fine arts, and management. The university also offers professional transfer programs in majors such as engineering, law, medicine and journalism.

The U of L is one of the few Canadian universities committed to a liberal arts undergraduate education. The Centre for the Arts at the U of L was designed to bring together the teaching faculties of art, music and theatre/drama, and to provide teaching spaces tailored to their specific needs.

Additional Information: The Registrar's Office
The University of Lethbridge
4401 University Drive
Lethbridge, Alberta T1K 3M4

Phone: (403) 320-5700
Website: www.uleth.ca

Athabasca University

Athabasca University (AU) is internationally recognized as a leader in open and distance education, offering a high-quality university education to more than 24,000 students. Over the past six years the number of AU students has doubled. AU is dedicated to the removal of barriers that traditionally restrict access to university-level studies by increasing equality of educational opportunity for all adult Canadians, regardless of their geographical location or prior academic credentials.

AU offers full bachelor degree programs in arts, general studies, science, administrative studies, commerce, and nursing. Masters programs are offered in business administration and distance education. A number of certificate programs are also offered.

AU's programs are predominately available through individualized study, in which all materials and a collect call link with a tutor are included in the fees. Seminar and teleconference delivery modes are also provided and several programs are offered with computer mediated communication support.

Additional Information: Public Affairs
Athabasca University
1 University Drive
Athabasca, Alberta T9S 3A3

Phone: 1-800-788-9041
Website: www.athabascau.ca

THE NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY

The Northern Alberta Institute of Technology (NAIT) is one of Canada's finest and largest technical training institutes. NAIT is Alberta's third largest post-secondary educational institution with approximately 17,000 full-time and apprenticeship students and 42,500 continuing education registrations.

NAIT is a leader in technical training and applied education designed to meet the demands of Alberta's industries. NAIT confers certificates, diplomas, and applied degrees. The Institute has 190 programs, including 32 apprenticeship offerings and over 1,200 continuing education courses. The NAIT Centre for Information and Communications Technology is one of the most technologically-advanced facilities in the world. The Centre provides a leading-edge environment for applied technology and research.

Additional Information: Northern Alberta Institute of Technology
11762 – 106 Street
Edmonton, Alberta T5G 3H1
Phone: 1-800-661-4077
Website: www.nait.ab.ca

Building Careers
Building Business

Since it was founded in 1916, the Southern Alberta Institute of Technology (SAIT) has become a world leader in providing state-of-the-practice technological training. In recent years, SAIT has developed extensive partnerships in industry to create eleven world-class Centres of Technology Development. The Centres are visible symbols of its reputation as an industry driven technical institute.

SAIT is known world wide for its technical education and hands-on-training in health sciences, construction, energy, manufacturing and automation, information and communication technologies, business and tourism, transportation, and over 2,300 continuing education courses. With more than 70 applied degree, diploma and certificate programs, SAIT provides education and training for more than 65,000 learners per year who are beginning and enhancing their careers.

Additional Information: Southern Alberta Institute of Alberta
1301 – 16 Avenue NW
Calgary, Alberta T2M 0L4
Phone: 1-877-284-SAIT (7248)
Website: www.sait.ab.ca

PUBLIC AND PRIVATE COLLEGES

In addition to four universities and two technical institutes, Alberta has an extensive network public and private accredited colleges. Alberta's publicly funded colleges offer academic upgrading, job readiness, apprenticeship, certificate, diploma, university transfer and applied degree programs. Alberta's fifteen public colleges are:

- Alberta College of Art and Design (Calgary)
- Bow Valley College (Calgary)
- Fairview College (Fairview, High Level, Peace River, St. Albert, Grande Prairie)
- Grande Prairie Regional College (Grande Prairie)
- Grant MacEwan College (Edmonton)
- Keyano College (Fort McMurray)
- Lakeland College (Lloydminster, Vermilion, Sherwood Park)
- Lethbridge Community College (Lethbridge)
- Medicine Hat College (Medicine Hat)
- Mount Royal College (Calgary)
- NorQuest College (Edmonton, Stony Plain, Wetaskiwin)
- Northland Lake College (Grouard, Slave Lake)
- Olds College (Olds)
- Portage College (St. Paul, Cold Lake)
- Red Deer College (Red Deer)

Alberta's private colleges offer programs leading to bachelor degrees, which have met the requirements of the Private Colleges Accreditation Board. The Board reviews program proposals and makes recommendations to the Minister of Learning. Institutions are authorized to grant degrees through approval of an Order in Council. Alberta has seven private colleges accredited to grant specific degrees at the university level, these include:

- Augustana University College (Camrose)
- Canadian University College (Lacombe)
- Concordia University College of Alberta (Edmonton)
- DeVry Institute of Technology (Calgary)
- The King's University College (Edmonton)
- Nazarine University College (Calgary)
- Taylor University College and Seminary (Edmonton)

In addition, The Banff Centre is a publicly funded institution that provides advanced continuing education opportunities in fine arts, management studies, language training and environmental training for people who already have academic credentials and/or professional experience in their discipline.

RESEARCH & DEVELOPMENT INFRASTRUCTURE

ASRA
Alberta Science and Research Authority

■www.gov.ab.ca/sra

Alberta Science and Research Authority

Created in 1994, the Alberta Science and Research Authority (ASRA) is an independent board of members appointed by provincial Cabinet from Alberta's academic, business and research communities. ASRA was established to maximize the effectiveness of science and research as an integral component to the success of the province in the global economy.

ASRA's mission is to enhance the contribution of science and research to the sustainable prosperity and quality of life of all Albertans. In order to fulfill this mission, ASRA functions as the senior science and research body of the Government of Alberta and works collaboratively with government departments and agencies and other stakeholders to:

- Stimulate research and development and related scientific activities in Alberta.
- Develop science and research policies and priorities compatible with economic and social priorities of the government.
- Conduct annual reviews and evaluations of all government science and research policies, priorities and programs.
- Develop and monitor a financial management plan for government science and research investments.
- Promote communication on matters related to science and research.
- Encourage Alberta's science and research sector to attain international competitiveness and recognition as a leader.

ASRA does not invest directly in research, rather it provides strategic direction to research funding priorities. Funding for research is available through related organizations and programs.

Alberta
INNOVATION AND SCIENCE

■www.innovation.gov.ab.ca

Alberta Innovation and Science

The Ministry of Innovation and Science consolidates all government technology, research and science activities into one organization.

Alberta Innovation and Science is responsible for a wide variety of research areas including technology commercialization, agriculture, life sciences and energy. It is responsible for coordinating research grant funding for various programs and works closely with the research community in Alberta, including all Alberta universities.

One of the of the Ministry's core businesses is to promote science, research and development. By providing strategic leadership, management, and funding strategies, Alberta Innovation helps to coordinate government investments and initiatives within the Alberta science and research community. The Ministry is also responsible for the creation, use and sharing of information technology and information management strategies for the government as an organization.

Innovation and Science staff works closely with advisory boards whose representatives come from the private sector and academia. This structure allows for increased integration and efficiency of government research and development expenditures, technology commercialization and development of knowledge industries.

ALBERTA RESEARCH COUNCIL

■www.arc.ab.ca

Alberta Research Council

Alberta Research Council Inc. (ARC) develops and commercialises technologies to give customers a competitive advantage. The corporation performs applied research and development on a contract or fee basis, and co-ventures with other businesses to develop new technology, deriving a return on investment from the commercialisation of new products and processes. ARC also conducts applied research for the public good in support of provincial science and technology strategies.

ARC bridges the gap between basic research and market development, by providing a full spectrum of R&D and advisory services. The corporation is widely recognized for its research capability in key market sectors such as: agriculture, biotechnology, energy, environment, forestry, health and manufacturing.

■www.icore.ca

Informatics Circle of Research Excellence

The Informatics Circle Of Research Excellence (iCORE) is part of the Government of Alberta's strategy to transform "brain drain into brain gain" by attracting world-class information and communications technology (ICT) researchers to the province. iCORE invests in people who are driven by solving fundamental and applied problems in information technology to create a critical mass of research leaders who are focused on improving Alberta's future.

The mandate of iCORE is to attract and grow a critical mass of outstanding researchers in computer science, electrical and computer engineering, and other ICT-related disciplines in Alberta. iCORE invests in the highest caliber research scientists and leaders who work on fundamental and applied programs in information technology. It aims to fund several iCORE Chairs at Alberta universities, which will develop world-class research teams.

AARI

■www.aari.ab.ca

Alberta Agricultural Research Institute

The Alberta Agricultural Research Institute (AARI) is the primary agency for funding, facilitating and coordinating strategic agricultural research for the province. AARI's mission is

to enhance the economic contributions of a sustainable agriculture and food industry through the use of advanced research and improved technology. As part of this goal, AARI coordinates and supports agriculture and food research conducted by government, university and/or private sector organizations.

AERI

■www.aeri.ab.ca

Alberta Energy Research Institute

The Alberta Energy Research Institute (AERI) provides strategic direction to position Alberta for the future in energy development. It invests in research and technology to enhance the sustainable development of the province's abundant energy resources. AERI works with industry and other government ministries to promote innovation and advance the development of value-added products and processes from hydrocarbons (conventional oil, oil sands, natural gas, coal bed methane and coal) and renewable energy sources. AERI also promotes consortia and builds networks between industry players, federal and provincial governments, research providers and universities to help integrate the knowledge, skills and investment potential.

AFRI
Alberta Forestry Research Institute

■ www.innovation.gov.ab.ca/res/sec/alb_res_com/afri_001_1.cfm

Alberta Forestry Research Institute

The Alberta Forestry Research Institute (AFRI) encourages and supports the sustainability of Alberta's forestry sector through private and public investment in the economic, environmental and ecological communities. As this industry evolves to meet the needs and challenges of the 21st century, AFRI will provide valuable direction and set research priorities that ensure the highest quality of life for all Albertans.

Alberta INGENUITY Fund

■www.albertaingenuity.ca

Alberta Ingenuity Fund

Alberta Ingenuity is the trade name of the Alberta Heritage Foundation for Science and Engineering Research, established by the Government of Alberta in 2000 with an Act of the Legislature that provided an endowment of $500 million. Alberta Ingenuity supports a range of basic and applied research in diverse science and engineering disciplines. Funding is delivered through grants and awards programs that provide:

- awards to help Alberta universities and colleges, and industry recruit new researchers;
- start-up support, primarily operating funds, to new independent researchers at Alberta universities and colleges;
- awards to students in their first year of graduate studies and new students coming to Alberta;

- major awards to groups of outstanding researchers from universities and colleges, and industry, with interdisciplinary scope and vision, who work in areas of strategic importance to Alberta;
- and, resources to help universities and colleges recruit key researchers to build or strengthen outstanding research groups that may qualify for major awards.

Alberta Heritage Foundation for Medical Research

■www.ahfmr.ab.ca

Alberta Heritage Foundation for Medical Research

Established as an independent body by the Government of Alberta in 1980, the Alberta Heritage Foundation for Medical Research (AHFMR) supports health research at Alberta universities, affiliated institutions, and health regions. AHFMR supports more than 235 senior researchers and approximately 350 researchers-in-training who are recruited from Alberta and around the world. Since 1980, AHFMR has invested more than $750 million in provincial health research activity, providing unprecedented opportunities for research careers.

OCCI

■ http://occi.oldscollege.ab.ca/

Olds College Centre for Innovation

Olds College Centre for Innovation (OCCI) helps to overcome the innovation gap and provide additional resources for the agriculture and agri-environmental industries. It helps in the primary agriculture production interface with value-added opportunity identification and problem solving. OCCI is a hub to its network partners, assists agriculture, horticulture, forestry and oil/gas industries through applied research, development and commercialization (new products, technologies and incubation of businesses) and learning opportunities.

Alberta's research infrastructure consists of a strong network of public, private and educational organizations. The following are some leading partnerships among industry, government, and academics.

TR*Labs*

■ www.trlabs.ca

TR*Labs* (Telecommunications Research Laboratories*)* is the largest not-for-profit information and communications research consortium in Canada. Established in 1986 as an applied research consortium based on industry, university and government collaboration, TR*Labs* creates innovative technologies and trains students to enhance Canada's information and communication technology expertise. Its research program is focused on seven strategic areas: network systems, photonics, wireless communications, new media, network access, data networking, and home technologies.

■ www.netera.ca

Netera Alliance is a not-for-profit corporation of universities, research institutions, government and private-sector companies that together facilitates the information infrastructure in Alberta for research and innovation. It has offices in Calgary and Edmonton, and operates throughout the province. Its core role is to design and implement the next-generation Internet in Alberta - a high-speed research network. It also acts as an inter-institutional project manager for the development of next-generation network facilities that make use of this network.

■ www.westgrid.ca/home.html

WestGrid is a major grid computing project in Alberta and BC that provides high performance computing, networking, and collaboration tools to eight institutions in western Canada, including, in Alberta, the University of Alberta, University of Calgary, University of Lethbridge and The Banff Centre.

WestGrid is the follow-on project to Multimedia Advanced Computational Infrastructure (MACI), a collaborative project of the Universities of Alberta, Calgary and Lethbridge to provide high performance capabilities in computing. MACI accomplished its goal is to establish a regional advanced communication and computation infrastructure, now being expanded though WestGrid. The aim of these projects is to ensure Alberta's advanced computing infrastructure supports the highest quality research in science, engineering and the arts.

Alberta SuperNet

■ www.albertasupernet.ca

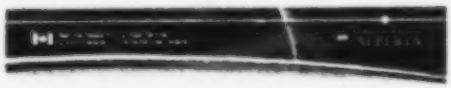
Alberta SuperNet is a Government of Alberta initiative to build a broadband network linking 4,700 libraries, schools, hospitals and provincial government offices in 422 communities province-wide by mid-2004. In addition, commercial service providers in areas which currently do not have high-speed connectivity options will be able to access Alberta SuperNet at current market rates, bringing competitive broadband service to most Alberta businesses and residences, whether they are in rural or urban areas.

The Government of Alberta is investing a maximum of $194-million over three years to build the sustainable and scaleable network. As the prime contractor, Bell West is building the Extended Area, which connects 395 smaller communities, and investing a minimum of $102-million to build the Base Area, linking the 27 largest communities. Axia NetMedia Corporation, has a 10-year renewable contract from the Government of Alberta to operate and manage access to the Alberta SuperNet.

The Industry Liaison Office

- www.ualberta.ca/ILO

The Industry Liaison Office at the University of Alberta develops collaborative university/ industry research programs and interacts with client investors and corporations seeking access to technology with commercial potential.



National Institute of Nanotechnology

- www.nint.ca/

Established in 2001, the National Institute for Nanotechnology (NINT) is funded and operated jointly by the National Research Council (NRC), the Province of Alberta and the University of Alberta. NINT is an integrated, multidisciplinary institution involving researchers in physics, chemistry, engineering, biology, informatics, pharmacy and medicine. Nanotechnology is defined as the application of science to develop new materials and processes by manipulating molecular and atomic particles.

RESEARCH & DEVELOPMENT PARKS

Both Calgary and Edmonton have an outstanding inventory of research parks for advanced technology activities. Tenants of the Edmonton Research Park and the University of Calgary Research Park can participate in cooperative education and training programs and thereby attract top scientific graduates and start-up technology companies.

Calgary **Calgary Technologies Inc.**

- www.calgarytechnologies.com

Established in 1981, Calgary Technologies Inc. (CTI) is a joint partnership of the City of Calgary, the Calgary Chamber of Commerce and the University of Calgary. It works with technology and life sciences companies, as well as entrepreneurs, in developing and expanding their operations in Calgary. CTI offers technology commercialization, technology incubation, technology facilities and technology advocacy in the information communications technology, engineering and life sciences sectors.

Economic Development Edmonton

- www.researchpark.ede.org

The 320-acre Edmonton Research Park (ERP) was established in 1980 to assist in the diversification of the Edmonton economy through development of advanced technology. Currently within the park, there are over 35 companies that employ over 1200 scientists, engineers, doctors, technicians and support staff. Major areas of activity include medical, biotechnology, electronics, telecommunications, software development, petroleum research and cold climate engineering.

RESEARCH & DEVELOPMENT TAX CREDITS

The Scientific Research and Experimental Development Program (SR&ED) is a federal tax incentive program to encourage Canadian businesses of all sizes and in all sectors to conduct research and development (R&D) in Canada. The SR&ED Program is the largest single source of federal government support for industrial research and development.

Claimants can apply for SR&ED investment tax credits for expenditures such as wages, materials, machinery, equipment, some overhead, and SR&ED contracts.

Generally, Canadian-controlled private corporations with less than $200,000 in taxable income can receive a refundable investment tax credit (ITC) of 35% of qualifying SR&ED expenditures. A refundable claim is subject to a limit of $2 million for qualifying expenditures.

Most other Canadian corporations, proprietorships, partnerships, and trusts can receive an investment tax credit of 20% of qualifying SR&ED expenditures.

To qualify for the SR&ED Program, work must advance the understanding of scientific relations or technologies, address scientific or technological uncertainty, and incorporate a systematic investigation by qualified personnel.

Work that qualifies for SR&ED tax credits includes:

- **Experimental development** to achieve technological advancement to create new materials, devices, products, or processes, or improve existing ones;
- **Applied research** to advance scientific knowledge with a specific practical application in view;
- **Basic research** to advance scientific knowledge without a specific practical application in view; and
- **Support work** in engineering, design, operations research, mathematical analysis, computer programming, data collection, testing, or psychological research, but only if the work is commensurate with, and directly supports the eligible experimental development or applied or basic research.

For more information: www.ccra-adrc.gc.ca/sred

QUALITY OF LIFE

Alberta offers internationally-recognized tourism destinations, natural scenic beauty, world-renowned national parks, picturesque and diverse landscapes, and friendly, safe and dynamic cities. Albertans belong to many different cultural communities and every year participate in an array of colorful and exciting festivals.

NATURE & TOURISM

With its vast forests, pristine lakes, wide-open prairies and the magnificent Rocky Mountains, the province of Alberta contains a diversity of natural landscapes that few other places can match. The province annually attracts over 4 million visitors from outside Alberta.

Alberta's Rocky Mountain region is home to four internationally-acclaimed parks that allow visitors to experience spectacular beauty.

Jasper is the largest and most northerly of the four Canadian Rocky Mountain Parks. Its scenery is rugged and includes the deeply-gouged Maligne Canyon that leads to the picturesque Maligne Lake, the second-largest glacial lake in the world. A visit to the Columbia Icefields, located between Jasper and Banff, allows visitors to walk out on to a living glacier.

Banff is a world-famous tourist destination. The town site offers a wide range of amenities surrounded by wilderness; it is not uncommon unusual to see elk, or even the occasional bear, on the streets. Numerous hiking trails are easily accessible and the highway that travels north to Lake Louise and Jasper is dotted with scenic stops that are perfect for both picnics and photos.

Waterton Lakes is the world's first international peace park. Located on Alberta's border with the United States, it serves as a symbol of Canada's rich relationship with the United States. Waterton Lakes offers outstanding scenery and features exceptionally diverse flora and fauna in its prairie, forest, alpine and glacial settings.

Kananaskis Country is 4,250 square kilometres (2,550 square miles) of foothills, mountains and streams protected by the provincial government as a unique multi-use recreation area. Four provincial parks fall within its borders, with three main roads through Kananaskis that offer breathtaking day-trip possibilities. Kananaskis offers a multitude of activities, including: camping, hiking, boating, fishing, biking, horseback riding, golfing or snowmobiling.

Alberta is home to five of Canada's thirteen United Nations World Heritage Sites. They are: Dinosaur Provincial Park (fossil beds), Head-Smashed-In Buffalo Jump (aboriginal culture), Wood Buffalo National Park (wildlife), the Canadian Rocky Mountain Parks (natural splendor), and the Waterton Glacier International Peace Park (natural and cultural significance).

The province has an impressive network of provincial historic sites, museums and interpretive centres. In 2002, these facilities received 926,000 visitors.

Residents of both Edmonton and Calgary enjoy the beauty of parks and river valleys. Edmonton's North Saskatchewan River valley is the longest expanse of continuous urban

parkland in North America. This river valley park system features 27,394 acres of parkland, including 60 kilometres of bicycle paths and 400 kilometres of trails.

Calgary is home to two major natural parks. Fish Creek Provincial Park protects 2,800 acres of natural woodland, including a lake with a beach and many hiking and biking trails. Nose Hill Park, covering over 2,700 acres, offers natural grassland, a spectacular city view and excellent hiking.

SOCIAL & CULTURAL ACTIVITIES

The arts and culture sector contributes to an exciting quality of life for Alberta's residents, offering superb leisure time, business, education, career development, and life enrichment opportunities. Alberta arts organizations held almost 8,700 events in 2002, attended by 10.6 million people. In 2002, 492 arts organizations funded by the Alberta Foundation for the Arts, contributed an estimated $143 million to the provincial economy. Overall, the foundation supports and contributes to the development of literary, performing, visual, and media arts in Alberta, and provides Albertans with opportunities to participate in the arts.

Support for the arts is also a part of Alberta's culture as demonstrated by contributions by tens of thousands of volunteers each year. During 2002, 61,000 Albertan volunteers contributed 2.1 million hours, equivalent to 1,300 full-time jobs, to arts organizations throughout the province.

Both Calgary and Edmonton have world-class cultural facilities that include concert halls and theatres that accommodate their symphony orchestras, ballet companies, Broadway shows, concerts, and live theatre. Throughout the province community-led festivals bring music, dance, film, literature, theatre and visual arts to Albertans of all ages. In 2001-2002, 36 festivals entertained more than 2.4 million people in Alberta.

Edmonton has become widely known as Canada's "Festival City", attracting visitors worldwide. In particular, the summer months host events such as Heritage Days (an annual celebration of ethnic diversity), Jazz City International Festival, the famous Klondike Days Extravaganza, the Street Performer's Festival, the Folk Music Festival, and North America's largest Fringe Festival of live theatre.

There are numerous public and private museums and art galleries throughout Alberta. Edmonton is home to the Provincial Museum of Alberta, the Provincial Archives of Alberta and the Odyssium (the largest planetarium in Canada and home of an IMAX theatre).

Calgary is home to the world-renowned Calgary Stampede, which draws visitors internationally for its Half Million Dollar Rodeo. In addition, Calgary hosts over 80 other festivals and events each year, ranging from the Winter Festival to the International Children's Festival.

Calgary has a complete and diversified portfolio of eleven museums and galleries. The most prominent of these is the Glenbow Museum with its permanent Indian and Inuit arts and craft displays. Calgary also has the Alberta College of Art Gallery, Heritage Park (a 66-acre park highlighting pre-1915 Western Canada), and the Calgary Zoo and Prehistoric Park.

SPORTS & FITNESS

With 600 lakes, 245 rivers and over 78,000 km^2 of parks, Alberta has an abundance of recreational opportunities and over 2,300 hours of sunshine each year to enjoy them. Whether its outdoor recreation or learning about the natural environment, Alberta's network of recreation and protected areas has something for everyone - winter, spring, summer or fall.

The province has 275 golf courses, 6 mountain ski resorts and 66 regional ski hills, as well as some of the best trout fishing in the world. Some of the most spectacular golf courses are those in Canmore, Banff and Jasper National Parks, and Kananaskis Country. In fact, the Jasper Park Lodge golf course is often rated Canada's top resort course.

Both Edmonton and Calgary have numerous sport and recreational participation programs. Each city has professional teams in football, hockey and baseball. In addition, Alberta has top-notch sporting facilities as proven by Calgary's hosting of the XVth Olympic Winter Games, and Edmonton's hosting of the Commonwealth Games and 2001 IAAF World Championships in Athletics.

For additional tourism information contact:

TRAVEL Alberta CANADA

www.travelalberta.com

EDUCATIONAL SUPPORT

Alberta is committed to providing its residents with opportunities for education. The province has made available an affordable and diversified system of education with qualified instruction. Alberta is the highest per capita contributor to education funding in Canada, according to Statistic Canada, at $1,970 (2001/2002) per person in the province, well ahead of the Canadian average of $1,368.

The Government of Alberta is committed to encouraging and rewarding the excellence of Alberta students. To this end, the government offers scholarships through the Alberta Heritage Scholarship fund, the Achievement Scholarship program, and needs-based bursaries.

The Alberta Heritage Scholarship Fund was created in 1980 by a $100 million endowment from the Alberta Heritage Savings Trust. It is designed to stimulate the pursuit of excellence by rewarding outstanding achievement and by encouraging and assisting Albertans to achieve their fullest potential. The scholarship fund currently administers over 46 different scholarships and has a yearly budget in excess of $19 million. To date, in excess of $220 million has been awarded to 152,000 Albertans.

The Achievement Scholarships program was established in 2000 by Alberta Learning to recognize excellence of Alberta Students. This program includes the Jason Lang Scholarship, Jimmie Condon Athletic Scholarship, and the new Graduate Students Scholarships. The program awarded $10.1 million in 2002/2003.

The Alberta Opportunities Bursary, a partnership among post-secondary institutions, the private sector, and government, will help financially needy Alberta adults to further their education. The Alberta Government will contribute up to $15 million annually to match private contributions to the Alberta Opportunities Bursary, made through post-secondary institutions. The intent of the program is to ease the burden of above-normal debt carried by some students while attending full-time studies. About 15,000 students across the province are expected to benefit from the bursary each year.

SAFE ENVIRONMENT

Compared to other major Canadian cities, Calgary and Edmonton are among the safest. The province has two separate systems of law enforcement: The Royal Canadian Mounted Police (RCMP), responsible for federal law enforcement, and municipalities' own forces. Both urban and rural areas utilize innovative and cost-effective crime prevention programs. In addition, crime is reduced by the involvement of communities in prevention programs such as Block Watch and Police Community Action Plans.

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Fax: 780.422-0061
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You can access the Facts on Alberta and the following related department publications on the web at www.alberta-canada.com/statpub:

- Alberta's International Exports
- Monthly Economic Review
- International Trade Review
- Inventory of Major Alberta Projects
- Inventory of Regional Alberta Projects
- Alberta Business Outlook
- Global Economic Outlook

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